

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
Service Employees International Union (SEIU) – Local 1000
Bargaining Unit 17 – Registered Nurse**

General

In recognition of the Governor's proposed 2008/09 budget and the State's existing and projected fiscal deficit, the State desires to negotiate contract provisions that are fiscally responsible and that will achieve improved efficiencies within State government. The State is especially interested in any concept that reduces employer costs or achieves fiscal savings to the State.

The employer recognizes that the Unit 17 contract expires June 30, 2008 (with the exception of the Plata Equity Salary Agreement regarding full compensation that expire June 30, 2010), and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is arguably within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

Article 1 – Recognition

Article 2 – Unit Representation Rights

Article 3 – Organizational Security

Article 4 – State's Rights

Article 5 – General Provisions

Article 6 – Grievance and Arbitration Procedures

Article 7 – Holidays

Article 8 – Leaves

Article 9 – Health and Welfare

Article 10 – Health and Safety

Article 11 – Salaries

Article 12 – Allowances and Reimbursements

Article 13 – Career Development

Article 14 – Classification

Article 15 – Transfer

Article 16 – Layoff

Article 17 – Retirement

Article 18 – Permanent Intermittent Appointments

Article 19 – Hours of Work and Overtime

Article 20 – Post and Bid

Article 21 – Miscellaneous

Article 24 – Entire Agreement and Duration

Side Letter 4 – Recruitment and Retention Differential

Side Letter 5 – Activation of CTC's

Side Letter 6 – Organ Donation

Appendix 1 – Departmental Approved Courses and Application Procedures for Educational Differential

Appendix 2 – Resource Contracts

Appendix D – Salary Schedule

Appendix 3 – FLSA Exempt Employee Differential

New Proposals

The State may make additional specific proposals or counter-proposals in any of the enumerated subject areas as issues arise during the course of bargaining.